

**LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS**  
**7500 Odawa Circle**  
**Harbor Springs, MI 49740**

**TRIBAL MOTION # 122213-01**

**LTBB Employee Handbook Annual COLA Adjustment**

- WHEREAS** the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;
- WHEREAS** the Little Traverse Bay Bands of Odawa Indians ("LTBB" or "Tribe") is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);
- WHEREAS** the Little Traverse Bay Bands of Odawa Indians Tribal Council is the elected legislative body of the Tribe; and
- WHEREAS** all current revenue forecasts and reports indicate a reduction and shortfall for 2013 and 2014 and beyond; and
- WHEREAS** current LTBB governmental operations have grown to a level that is unsustainable into the foreseeable future unless we get aggressive in identifying and or creating alternative revenue streams; and
- WHEREAS** the Employee handbook has not been updated or amended since 2004 thus allowing annual COLA increases at a rate 3 to 4 times higher than the rate of inflation and comparable agencies/organizations; and
- WHEREAS** the Employee handbooks states IV. B. Annual Monetary Compensation " the amount of annual monetary compensation increase will be determined by the regionally adjusted Cost of Living Allowance (COLA) as of December 31<sup>st</sup> from the Previous Year with a minimum increase per year of 4% and a maximum increase per year of 8%. Increases or changes in an employee's pay will be effective the following pay period after your anniversary date," ;and
- WHEREAS** because of the actual and projected shortfalls, the Executive has initiated discussions with each of the other branches and Gaming Regulatory whom each adopt their own employee handbook policies to approach a COLA adjustment in unison.



**THEREFORE BE IT RESOLVED** that the Tribal Council of the Little Traverse Bay Bands of Odawa Indians authorizes and supports the reduction of the COLA from the 4% to 8% as stated in previous employee handbooks to the new COLA rate of 1.5% per year effective FY 2014 and thereafter.

**BE IT FURTHER RESOLVED** that the Gaming Regulatory Commission has approved via phone poll on 12/04/13 to change the COLA from 4% to 1.5% provided Tribal Council approves the change.


**BE IT FURTHER RESOLVED**, that the Tribal Judiciary has also approved a change in their employee handbook to annually adjust COLA to reflect the same amount as Tribal Council Employees and Executive Branch Employees.

**BE IT FURTHER RESOLVED**, All LTBB Government Employee handbooks shall adopt an annual COLA rate of 1.5% effective January 1<sup>st</sup>, 2014.

### CERTIFICATION

The Executive concurs and recommends this action by the Tribal Council.


Date: 12/17/13

  
Fred Kiogima, Tribal Chairperson

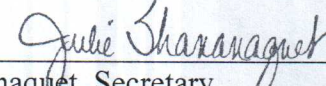
Received by the Legislative Office on 12/19/13 by Y MOS (M)

As Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Certified Motion was duly approved by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held December 22, 2013 at which a quorum was present, by a vote of 6 in favor, 1 opposed, 0 abstentions, 2 absent as recorded by this certification as an official action on behalf of Little Traverse Bay Bands of Odawa Indians.

Date: 12-22-13

  
Regina Gasco Bentley, Legislative Leader

Date: 12-23-13

  
Julie Shananaquet, Secretary

Certified Motion # 122213-01  
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Secretary Shananaquet JS

